

COMMITTEE ON HUMAN RESOURCES/INSURANCE

October 30, 2007
Aldermen Gatsas, Shea,
Garrity, Pinard, Duval

5:00 PM
Aldermanic Chambers
City Hall (3rd Floor)

Chairman Gatsas called the meeting to order.

The Clerk called the roll.

Present: Aldermen Gatsas, Shea, Pinard, Duval

Absent: Alderman Garrity

Messrs.: Alderman O'Neil, Virginia Lamberton, Frank Thomas

Chairman Gatsas addressed item 3 of the agenda:

3. Communication from Virginia Lamberton, Human Resources Director, submitting a proposed reclassification of Legislative Assistant, salary grade 16 to a new title of Purchasing Assistant, salary grade 12.
(Note: recommend that the incumbent be frozen until such time as the current salary is equivalent to the Purchasing Assistant salary grade.)

On motion of Alderman Shea, duly seconded by Alderman Duval, it was voted to remove item 3 for discussion.

Chairman Gatsas called upon Ms. Lamberton.

Ms. Virginia Lamberton, Human Resources Director, stated as my letter states originally this position Legislative Assistant was in the City Clerk's office and somehow or another the position was moved to the Finance Department to work with our former Deputy Finance Director in a centralized purchasing program. By ordinance a position at the Highway Department is responsible for purchasing...Mindy...I think some of you might know Mindy...and it was decided by the Board of Mayor and Aldermen during the budget process to take this position and move it over to the Highway Department under Mindy and to assist Mindy in purchasing for the whole City. So the purchasing agent would become the manager and coordinator for the whole City of Manchester for items that were needed throughout the City. What we did was when the position was

moved over to the Highway Department the Highway Department recognized immediately that the class specification Legislative Assistant was totally inappropriate for the type of duties that the incumbent would be required to do at the Highway Department and so we agreed that we would just let the program roll and let the incumbent get duties and responsibilities assigned to her by the purchasing agent and then after six or seven months we would do a position review because that would give us enough time to figure out what the duties of the position were. The incumbent completed a questionnaire and the questionnaire did come to my office and I assigned it to Christine Martinsen to do a field audit, Christine came back and it was doubly apparent that none of the duties in the Legislative Assistant class spec were appropriate and consequently we developed a proposed class specification, we analyzed the position, we sent the proposed class specification over to the Highway Department to Mindy and to Frank Thomas, etc...they reviewed it, they agreed with the content of the class spec as well as salary grade and then I prepared a letter to move forward to this Board.

Alderman Shea stated having listened to that I make a motion to accept the reclassification as stated by Ms. Lamberton. Alderman Duval duly seconded the motion.

Chairman Gatsas called upon Alderman O'Neil to speak.

Alderman O'Neil stated as someone who played a role in working out the mess that was created on this centralized purchasing through a lot of hard work by many staff people as well as the elected officials we spent a lot of time working on what is now called coordinated purchasing and assigned it to the Department of Public Works under the direction of Frank Thomas. What bothers me more than anything else with this particular situation is this woman did not ask for this. She got moved from the City Clerk's office to the Mayor's office at one point, then she was moved back to the City Clerk's and then she was moved to Finance. Then as part of working out an agreement amongst all of us to create this coordinated purchasing and all the responsibilities that went with it we moved her over to the Department of Public Works. Again, I need to remind you she didn't ask to be bounced around in city government. She was a grade 16 now she goes over to Public Works and now we're saying well you know what tough luck your job over there now is valued at a grade 12. I think that's an absolute disgrace that that's how we treat an employee...disgrace...she's a single mother. I know it's recommended she doesn't take a cut, should be frozen...everyone else around her is going to get their pay adjustments...everyone and she's going to sit there and try to do a job and watch everyone get their merit pays at 3% and their cost-of-living...the only thing she'll get is a cost-of-living I believe being frozen and I don't know how many years this will go on for. And talk about a way to treat an

employee. She didn't bring this to happen...we did...the Board of Mayor and Aldermen in trying to do the right thing. I'm ashamed that this is even before you this evening. Now if it's not the right fit then we have to take responsibility and figure out what is the right fit. The coordinated purchasing continues to evolve, I don't think it's been fully utilized as it should be. As a matter of fact at the last Committee on Administration meeting the committee had to take action to direct the departments to cooperate because many of the departments were not cooperating. So I don't know if she's truly being used to her full capabilities. She's not a financial person...this requires some financial responsibility but the Board of Mayor and Aldermen is to blame for this and I think it's an absolute disgrace that that's how we're going to treat an employee.

Alderman Duval stated in looking at this again I'm fortunate I guess I can't even immediately pinpoint the individual that you're referring to, Alderman O'Neil, and perhaps that situation is unfortunate but what I'm looking at here is a position that in essence is being overpaid for if you want to look at it that way. Ms. Lamberton I don't know once it left Finance did it come back to the Board for reconsideration or addressing this specifically?

Ms. Lamberton replied first of all with all due respect to Alderman O'Neil I would like to perhaps challenge some of the things he stated.

Alderman Duval stated Mr. Chairman I would like an answer to my question first and then I have a follow up question...okay thank you.

Ms. Lamberton stated the incumbent moved voluntarily from the City Clerk's office to the Finance Department and then onto Highway...nothing was forced on her, nobody could force that on her...it had to be a cooperative effort because of the way the City's Charter is constructed with department heads and their authority for personnel matters.

Alderman Duval stated I guess what I'm saying is I'm urging the committee to put the personality and the person aside and look at what is in front of us with regard to the position and that's what at least I think is incumbent upon me to look at. It looks like a position that we're overpaying for given the audit that you performed, that your office performed and I think...what message does it send to other employees currently at the Highway Department or other employees throughout the City to take a person who is not performing to the satisfaction of the requirements of the position at a rate would be \$42,536 and I think that sends a bad message as well. I think that's bad for employee morale so I guess that's how

I would respond to Alderman O'Neil's comments. Again, unfortunate...I don't know the individual off the top of my head but just on face it just doesn't seem right. It seems like we're overpaying for the position and that's why I would be supporting the request.

Alderman O'Neil asked Mr. Chairman may I just comment.

Chairman Gatsas replied sure.

Alderman O'Neil stated I don't disagree Alderman Duval with what you're saying but we placed her in the Highway Department, the Board of Mayor and Aldermen. We as part of the reorganization and the reorganization creation of coordinated purchasing...she was going to lose her job...plain and simple...she was going to lose her job. So we placed her in the Highway Department as part of the deal.

Chairman Gatsas stated I guess Ms. Lamberton can you give me a little history of this Legislative Assistant because the title for some reason doesn't express the job description if I said to somebody I'm a Legislative Assistant I don't think that when I read the job classification they don't seem to go hand in hand...let me just give you a series of what I'm looking for.

Ms. Lamberton stated it was my observation that the duties that were in the City Clerk's office were not the duties that are outlined in that class specification. The incumbent primarily did transcribing minutes from the Board meetings and committee meetings...that was the primary responsibility of the incumbent. Were other duties there sometimes yes but the primary responsibilities were transcription and frankly that would not be a labor grade 16 either...it might be at an 11 it might be at a 12 I would have to analyze that.

Chairman Gatsas asked can I ask how she was placed into a labor grade 16?

Ms. Lamberton replied I have no idea I wasn't here when Yarger Decker came through.

Chairman Gatsas asked when was the date of this job classification?

Ms. Lamberton stated the Legislative Assistant...that was established during the Yarger Decker study... '99.

Chairman Gatsas stated it was approved by the Mayor and the Board 01/02/01...is that what I'm looking at on page 3 of this classification down at the bottom.

Ms. Lamberton stated I wasn't here then.

Chairman Gatsas stated I can't tell you what the real date is because I've never seen a date of 01/02/1001 so I assume it's 2001.

Ms. Lamberton stated I assume it was 2001 too which I wasn't here then but it must have been a position that was established or reclassified and I have no idea.

Chairman Gatsas stated so the classification of this...I'm looking here on what you just said and none of that appears in the job description that's doing transcriptions.

Ms. Lamberton stated there is a provision in the job classification to do transcription but that wasn't the primary purpose. If you look at the general statement of duties performed...it says performs administrative support to the areas of legislative process, documents, policies and procedures and for the City Clerk operations. Again, the position was primarily doing transcription of minutes and committee meetings.

Chairman Gatsas stated I don't disagree with Alderman O'Neil that it was this Board that put her into the Highway Department but I don't know if this Board ever looked at the Legislative Assistant labor grade and thought about a purchasing agent...I don't think that ever happened.

Alderman O'Neil stated if I may, Mr. Chairman. I was the Chairman of the Committee on Administration that did a lot of the work on the coordinated purchasing. No we never looked at specifics of current job title which was a Legislative Assistant and how it would reflect in her new role...we never did that, we never had that discussion. It was just thought that she could be an asset to the coordinated purchasing operation.

Chairman Gatsas stated Ms. Lamberton just as a follow up to Alderman O'Neil's line of questioning. At the \$42,000 she does not move any steps.

Ms. Lamberton stated that's correct...that's pursuant to...well, actually the ordinance says that her salary should go down to the grade that she's performing at but given credit for years of service and so off the top of my head that would mean that she'd go to step 8 or step 9...I forget which step which would then be the \$33,000...that's what the ordinance requires us to do and what I'm saying to you today is based on the circumstances it would be nice if we could just freeze her at the higher pay as we've done for other employees in the City from time-to-time when like in Traffic there was the reorganization of Traffic and there was a

supervisor of some sort and that wasn't required to go to Highway so we reclassified that person down to the level of his responsibilities and we froze his pay as well...that was last year.

Chairman Gatsas stated if we did what you just said and froze her time...put her in at the \$33,000 level her time of service would then get her up to \$42,000 and allow her to move through the class grade specs.

Ms. Lamberton asked could you repeat that?

Chairman Gatsas stated if what you said was moving her to a grade 12...is that the grade that we're...

Ms. Lamberton stated the position would be a grade 12 that's correct.

Chairman Gatsas stated if we put her in at a grade 12...the position...which is \$33,000.

Ms. Lamberton stated that would be at step 8...it's actually quite a bit less than that...the minimum of that salary range...that would be pursuant to the current ordinance.

Chairman Gatsas stated this is what I'm trying to do and I don't know the numbers so I'll defer to you. If we put her in at a grade 8...whatever the grade is...step 7, grade 12 and if that's a \$33,000 number if we apply her years of service and said that she started in that position...let's say seven years ago would it take her to a grade \$42,000 and allow her to move forward from there?

Ms. Lamberton replied no because the minimum...salary grade 12 minimum step...new person walking in the door off the street would be paid \$26,376.

Chairman Gatsas stated how many years of service.

Ms. Lamberton stated new employee...no years of service with the City. The incumbent in this position has I think eight years of service so that's why she would by ordinance go to step 9 at \$33,412 if we followed the ordinance to the letter.

Chairman Gatsas asked what is the range?

Ms. Lamberton replied the maximum for a salary grade 12 is \$37,605.

Chairman Gatsas stated so if we went to \$37,000 and gave her the six years of service does that get her to \$42,000?

Ms. Lamberton replied no because she's already given credit...by freezing her at the step she's at right now she's been given more...she's getting paid more than...the structure over there is that all of the support staff of which she shares some responsibilities in accounts payables and accounts receivable are all salary grade 12 so none of them are making more than \$37,605. She's making because of her former position \$44,000.

Chairman Gatsas stated I don't know the history of the former position...go ahead Alderman Shea.

Alderman Shea stated I'd like to go in a different direction and ask Frank Thomas who is employing this person to speak about the matter and that you for coming to this important meeting, Frank.

Mr. Frank Thomas, Public Works Director, stated as Alderman O'Neil stated when coordinated purchasing was shifted over to the Highway Department that position came along with it. Coordinating purchasing is still evolving over at the Highway Department. The way it is now is different than the way it was when it first came over or the way it will be for six months from now will probably be different. However, when the HR Department came down to evaluate this person, the duties that this person is doing now we agreed with HR that the position is at a salary grade 12 and we couldn't deny that fact we went along with it. Part of the recommendation as noted was to freeze her or red line her at her present salary and that was the recommendation that was made and we went along with it. What the Alderman is saying right now...Alderman O'Neil is saying is that again she was kind of forced to come down to us. We don't have work for her presently over a salary grade 12 and I guess it would be up to the Board to either accept the HR recommendation or accept that Alderman O'Neil is proposing...I'm not sure if he's proposing anything.

Alderman Shea stated but you would feel comfortable with the recommendation of the HR Director in terms of where her salary should remain at this time.

Mr. Thomas stated I can't deny it. The work that this person is doing at this time is equivalent to a salary grade 12, however, she's not being reduced in pay, she's going to be maintaining the pay.

Alderman Shea stated you have it in your budget to fulfill that obligation.

Mr. Thomas stated we have funds in our budget to cover those costs maybe not at the end year but right now we're fine.

Alderman Shea stated your voice is dropping off as you speak but that's true, okay, thanks.

Mr. Thomas stated well we're going to have a bad winter this year.

Alderman Duval stated again just so I understand it. Ms. Lamberton the committee and indeed the Board could approve a change from the \$42,536 to \$33,412...that could be an option that the Board could.

Ms. Lamberton stated what I'm asking you to do is to waive the ordinance for the incumbent...if we were following the ordinances to the letter the salary when the full Board voted on the reclassification it would go down automatically to the \$33,000.

Alderman Duval stated and indeed that is an option of the committee, the committee could vote.

Ms. Lamberton stated that's correct. Please remember too that she can apply for promotions and transfers too. You're not sentenced to your job. She's concerned about being frozen at \$42,000 then she can start applying for other positions in the City and make herself eligible for step increases and longevity increases, etc.

Alderman O'Neil stated I met with Mr. Thomas and Mr. Sheppard on this issue and I don't disagree that the position itself...forget who's in it is warranted at a grade 12. My issue here tonight is this is an extraordinary situation, this woman was put into this situation by the Board of Mayor and Aldermen. She didn't apply for the job over there. She was in Finance which I don't even know how that happened to begin with and when we chose not to move forward with central purchasing she was going to lose her job and when we did a coordinated purchasing there were discussions about could this person assist the purchasing manager or agent whatever in that responsibility. We had hoped that this coordinated purchasing was going to expand as Mr. Thomas said it's continuing to evolve, they brought some recommendations regarding stationery and business cards to us to try to get coordinated on that...I forget how many different models of that we have out across the City but this is an extraordinary situation. I don't disagree with Ginny I wish we could find her something at a grade 16 but she did not ask for this job, we assigned her to it. She was going to lose her job...that's

my issue. I have no problem if you grandfathered this and if she...I would encourage her to look for another job in the City but I think as a single mother I think this is a lousy way to treat an employee. She didn't ask for this, we brought this problem up.

Chairman Gatsas asked Frank who would she be assisting because it says purchasing assistant?

Mr. Thomas replied if you remember correctly we have a Purchasing Agent Ms. Mindy Salomone-Abood and Ms. Salomone-Abood our Purchasing Agent was given the responsibility of coordinating purchasing for the entire City. So she is continuing to do purchasing for our department but she is also looking at areas throughout the City such as the general supplies bid that was put out, she is now including bids for automotive supplies for all of the departments, etc.

Chairman Gatsas asked is this the same person we're talking about?

Mr. Thomas replied no the person that you're talking about tonight works for my Purchasing Agent.

Chairman Gatsas asked what's her name Mindy?

Mr. Thomas replied no.

Alderman O'Neil asked do you want a name...probably not.

Chairman Gatsas stated no that has nothing to do with it. I'm looking at the qualification here...they are certainly far less than what the qualifications were as a Legislative Assistant.

Mr. Thomas stated that is correct. When that position came down to us it came down to be an assistant to our Purchasing Agent and so the old job class specifications quite frankly were thrown out the window...they didn't apply to what that person was doing at the Highway Department.

Alderman Shea stated I did make a motion and it was seconded.

Alderman Duval stated move the question.

Chairman Gatsas stated I don't disagree with Alderman O'Neil I certainly think that someone was put in a position that was never asked for but certainly I think looking at the differences between a labor grade 12 and 16 and freezing her there I

kind of look at what the specifications for the Legislative Assistant are and I scratch my head about that one. Are we looking at rewriting the Legislative Assistant?

Ms. Lamberton replied first of all it won't exist anymore because it got moved and now you're reclassifying it. If one were to attempt to bring it back I would certainly be really careful...I don't see a need for a Legislative Assistant. I see a need in the City Clerk's office for a full-time transcriber and that's what it would be classified as if something came back.

Alderman O'Neil stated I think it needs to be clear. She and if I mentioned her name you would all know who she is because over the years she has helped cover meetings, she's I think done the dog licensing, assisted with alarm permits...I don't think she was necessarily...her grade was excessive for the responsibilities she had in the Clerk's office maybe Legislative Assistant was not the right term. She in some ways was an assistant to the Assistant City Clerk's. I need to be clear on that I don't believe the grade was necessarily out of line for the responsibilities she had in the City Clerk's office but she got caught in this roving mess of City Clerk's office, Mayor's office back to the City Clerk's office, up to Finance and this whole time was paid a grade 16, she gets moved over to Public Works and now all of a sudden she's having her...I know that we're saying she's not being cut, Ginny's recommendation is that she be frozen but all the other employees around her are going to get their merits pays...I don't know how long it would take her to catch up...how many years it would take her to catch up being frozen.

Chairman Gatsas stated I have a motion to move the question, I've got a motion on the floor for second...all in favor. There being none opposed, the motion carried.

Chairman O'Neil stated it's unfortunate, Gentlemen.

OTHER BUSINESS

Updated class specifications for the Public Works Director and the Deputy Public Works Director

Ms. Lamberton stated may I bring something up...sort of new, old business if there is such a thing...a new term. When we met a couple of weeks ago I gave you a proposed updated class specification for the Public Works Director as well as the Deputy Public Works Director and that moved through the committee and there was minimal discussion and it would be on the Board's agenda for next Wednesday. I made up a new one and I left it on my desk which was really

brilliant but essentially in talking with Frank what happened was the Mayor wanted to expand the minimum qualifications for the Public Works Director which is okay. I would ask Frank to update the class specification and the contents because he has assumed quite a few new responsibilities without additional compensation I would point out over the years and so he added in Traffic and all those other types of duties and then I took it from there and proposed that the minimum qualifications be expanded. Frank pointed out to be that by ordinance which I did remember to bring that with me was what I did was under the minimum qualifications I said a Bachelor's degree and engineering, architecture, public administration...stuff like that and that a license as an engineer would be preferred not required. Well ordinance 97 (b) says the department head shall be the Public Works Director who shall be appointed as provided by Charter. The Public Works Director shall also be the chief engineer for the City and so obviously the job specification will need to say that it is a licensed engineer and I would like even though I don't have those specifications with me I did change that back and if I could just have the City Clerk substitute the corrected one requiring a Bachelor's degree in engineering, etc and put it on the agenda for the full Board I would appreciate that and I'm sure Frank would appreciate that as well.

Chairman Gatsas stated before we do that we're going to have to take a vote at this committee to make sure that that's what this committee wants...not that I don't dispute what you're saying about it being in the Charter I understand that but what you're saying is it was an oversight and we certainly can take a vote on it here and let it move along I'm certainly sure that you haven't changed anything from what you tell me.

Ms. Lamberton stated no.

Chairman Gatsas called up Mr. Thomas.

Mr. Thomas stated first of all I still don't agree with what's being proposed for these two positions. Ginny was right I was asked to make some modifications to both the Public Works Director and the Deputy's position based on changes that were made...we made those. When we forwarded them down to the HR Department we said if you don't agree let us know. We didn't realize that the HR Department was making what I would consider major changes to those two class specifications and that was the reason why there was nobody from the Highway Department at the last HR Committee meeting to raise our concerns.

Chairman Gatsas stated are you telling me that nobody looks at the HR Committee agenda.

Mr. Thomas stated we looked at the HR Committee agenda.

Chairman Gatsas asked was it not on there?

Mr. Thomas stated we did not look at the attachments to the HR Committee agenda because we thought they were just housekeeping changes that were made. I would have thought that there would have been a courtesy from the HR Department to let us know that there were some major changes being proposed in the job specifications. I think what's been brought to you and what's now been brought to potentially the full Board terribly weakens two very important positions in the City. Originally there was a requirement for a Master's degree in engineering in the job specifications...that's been eliminated. Now the Public Works Director and the Deputy Public Works Director positions is responsible for all of the City's infrastructure...now you could be an architect and be the Public Works Director according to the job specification...that's ludicrous. As Ginny noted the ordinance requires the Public Works Director to be the Chief Engineer for the City of Manchester. Now you can't be a licensed architect and stamp plans and be responsible for the design of roadways and bridges and what not. I forwarded to you a copy of the letter that I've sent to the Board of Mayor and Aldermen that goes into detail describing all of my concerns. Just recently the Director of Parks and Recreation his job specification had the Master's degree added but yet the Public Works Director's job specifications that were presented to you and approved eliminates it...what is the logic? I can continue going on...the duties of the Chief Engineer...again, I think that's critical to be a part of the Public Works Director. If you're going to be Chief Engineer you really have to be a licensed engineer. You have to have that license you've got to be able to review and stamp plans. The issue of the Master's degree being removed...we recommended that as a minimum it should be an undergraduate degree in engineering...civil or structural engineering with a Master's degree in a related field...MBA or Public Administration...fine...but it should still be at a Master's level...not removing that requirement. As I mentioned here we are adding Master's degrees to the Director of Parks and Recreation but removing it from the Public Works Director job specifications...mind boggling to me.

Chairman Gatsas interjected mind boggling to me that you wouldn't read the agenda or the attachments in either this committee or the full Board.

Mr. Thomas stated again normally we would. We were asked to make some comments, we made some minor comments, we forwarded them down. We said if you don't like these comments let us know. Now if we were going to make some

major changes as a courtesy we would have sent them back to the department or whoever and said put your comments on these...we didn't hear them. So we assumed they would be housekeeping comments that were coming to you.

Chairman Gatsas asked Ms. Lamberton do you have any rebuttal on that?

Ms. Lamberton replied first of all the Parks position has not changed. If it changed it would have come before this board, it's never changed as long as I've been here...that's what's in the class spec and that's what's been advertised. As far as the class specs unfortunately for some jobs in this instance the Public Works there is an equivalency in there so a person could have a Bachelor's degree even if I put Master's degree in there which I think I put that back in which I don't have with me but they don't have to have a Master's degree, they'd have to have two more years of experience in public works administration so they're substituting the experience for education in equivalencies is what you do. You can't have a PE (professional engineer) unless you have a degree though so that traps them they have to have at least a Bachelor's degree and again all the comments that Frank put in which he did not change the minimal qualifications I did which I told him I did and that was at the request of the Mayor. I work for the Mayor, the Mayor asks me to explain the minimum qualifications.

Mr. Thomas stated I guess the question I have is why wasn't I given a copy of those before they were submitted to this committee?

Ms. Lamberton stated normally I give them...I don't know why you didn't get a copy of that.

Mr. Thomas reiterated well we certainly didn't.

Ms. Lamberton stated nonetheless I haven't gotten a copy of your letter either.

Mr. Thomas stated I haven't gotten a copy of your revised proposal either...if you would have sent me your revised proposal you would have gotten a call.

Alderman Duval stated I think there certainly needs to be a clarification or some enhanced communication that has to go on here real quick. Question of the Clerk, Mr. Chairman, if I might. The HR Committee approved what was recommended by the HR Director and that's going before the full Board next Wednesday?

Deputy City Clerk Johnson replied normally it would be submitted at the next Board meeting yes.

Alderman Duval stated so action on what was proposed or any revisions have to be made at the full Board.

Deputy City Clerk Johnson stated it could be made at the full Board meeting if the Board desired.

Alderman Duval stated it wasn't on our agenda here.

Chairman Gatsas stated or we can ask for it to be back here.

Alderman Shea moved that the updated class specifications for the Public Works Director and the Deputy Public Works Director be referred back to committee. Alderman Duval duly seconded the motion.

Chairman Gatsas stated I certainly want to know what the Mayor's comments on why he would want to change the classification.

Alderman Duval stated I totally agree and I appreciate Mr. Thomas' comments and concerns.

Deputy City Clerk Johnson stated can I just clarify that the committee's intent would be to request that the Clerk not submit the report and to refer the matter back to the committee...is that what you're trying to do?

Chairman Gatsas stated yes that's the motion.

Alderman O'Neil stated I'm pretty sure I'm correct on this. Under the rules of the Engineering Board there are procedures and ways to get an engineering, a PE stamp without having a Bachelor's degree...it's based on years of experience, etc. There is criteria specifically under the rules and regulations of the Engineer's Board. So a degree alone does not make someone eligible to become a PE...there are other criteria involved and I for one believe that that the Director of Public Works and the Deputy Director of Public Works should have the Professional Engineering Stamp or License...absolutely, positively and I think other degrees or responsibilities are really not appropriate to the work that they do.

Chairman Gatsas called for a vote on the motion. There being none opposed, the motion carried.

There being no further business to come before the Committee, on motion of Alderman Shea, duly seconded by Alderman Pinard, it was voted to adjourn.

A True Record. Attest.

Clerk of Committee